

U-C
5/15/15

**AFSCME MEF/CEO AND CITY OF SAN JOSE
MEF & CEO JOINT BARGAINING CONTRACT NEGOTIATIONS 2015**

AFSCME PROPOSAL – SALARY COMPARISONS

Proposed MEF and CEO Language:

NEW ARTICLE SALARY COMPARISONS

City of San Jose shall conduct salary comparisons for each of the classes listed below.

All final reports from the salary reviews will be sent to the union no later than the second Monday in January 2016. The City review shall include, but not be limited to, salary comparison in accordance with the definition of the market.

All proposed increases will be subject to negotiations and effective upon the date of agreement. The salary comparison of each class shall result in an increase of not less than 2.5%, and the employee will remain at the same step.

When salary increases are approved as the result of a salary comparison, an employee's salary shall be adjusted to reflect the agreed upon percentage.

The classes to be reviewed in the 2015-16 contract year shall be the following:

Biologist
Code Enforcement Inspector series
Crime and Intelligence Analyst
Chemist
Geographic Systems Specialist
Legal Administrative Assistant
Legal Analyst
Library Assistant
Police Data Specialist series
Public Safety Dispatcher series (Police & Fire)

